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FINANCIAL AND LABOR DATA ON THE WOMEN'S NECKWEAR AND SCARF INDUSTRY

By
W. A. Gill

WORK MATERIALS NO. THREE

INDUSTRY STUDIES SECTION
March, 1936

OFFICE OF NATIONAL RECOVERY ADMINISTRATION

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FOREWORD

By Administrative Order Number 538-2 approved on February 19, 1935 the author was appointed a member of a Commission provided for in Article III, Section 3 of the Code of Fair Competition for the Women's Neckwear and Scarf Manufacturing Industry, to study the Industry and obtain facts necessary to determine the wage differential between the several areas in the Industry.

In making the study, information was obtained on productivity of labor, wages paid and hours worked, as well as financial data regarding the concerns in the various areas. The necessity of making recommendations regarding the differential was obviated by the Supreme Court decision in the Schechter Case; but it was considered wise to prepare this report containing certain of the information obtained in that study.

Examination of the productivity data throws some doubt on its validity on account of the small size of the statistical sample, and therefor this information is not included herein.

This report is valuable for the following reasons:

1. It contains perhaps the only financial data available on the Women's Neckwear Industry.

2. Presented are data regarding the earnings of employees by occupations - a field where there is a paucity of information.

The National Women's Neckwear and Scarf Association in its application for a Code for the Industry estimated that there were 105 manufacturing establishments in the Industry in 1933. Usable replies to the questionnaire which was sent out were received from 65 establishments for the financial data, and from 57 establishments for labor data. The author regards the information contained herein fairly representative of the Industry.

At the back of this report will be found a brief statement of the studies undertaken by the Division of Review.

L. C. Marshall,
Director, Division of Review.

March 9, 1936.

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CHAPTER I

FINANCIAL CONDITION

PROFIT AND LOSS

Table I shows a combined profit and loss statement for firms in the Women's Neckwear Industry replying to the Research and Planning Questionnaire. The strong financial position of the Industry in 1934 is at once apparent with a gross profit of 13.2 per cent for the 65 firms reporting. Only 4 of the reporting firms showed a gross loss for the year, and this loss was comparatively small, amounting to only $16,238, compared with a total gross profit of $1,342,784 for the 61 firms showing a profit.

It is further apparent that firms located in New York City, with a combined gross profit of 14.6 per cent, made greater profits than the midwest and far west firms, whose combined gross profit was 7.1 per cent.

It should be remembered that many of the establishments in the East are not strictly comparable to those in other areas because most of the New Jersey firms are making a slightly different product, namely schiffli and lace neckwear.

OPERATING EXPENSES

Materials

Table II shows the combined operating expenses for the firms reporting. It is seen from this table that by far the most important item is raw material cost. For New York City raw material cost amounted to 55.2 per cent of total expenses.

The relatively high (62.4 per cent) proportion this item bears in the East is probably explained by the different type of product made in this section. In the manufacture of ordinary lace or tailored neckwear the raw materials, taffeta, crepe, pique, cotton net, lace, etc., are not usually further processed by the neckwear manufacturer. In the New Jersey plants where they manufacture a large amount of schiffli lace neckwear, on the other hand, net gray goods are either processed by the neckwear manufacturer in a division of his plant or are sent out to be processed by schiffli and embroidery establishments to a pattern prepared by the neckwear manufacturer.

TABLE I

Women's Neckwear and Scarf Manufacturing Industry

SUMMARY OF PROFIT AND LOSS, 1934

Area	Total Firms	Total Net Sales	Increase in Inventory of Finished Goods	Total Operating Expense	Gross Profit or Loss* Amount	Gross Profit or Loss* Per cent of sales
All Firms						
Total...	65	$10,011,567	$13,229	$8,698,702	$1,326,094	13.2
New York City,...	55	8,401,960	22,256	7,194,657	1,229,559	14.6
East, Excl.N.Y.	4	904,985	-3,233	855,184	46,568	5.1
West**....	6	704,623	-5,794	648,861	49,967	7.1
Firms with Gross Profit						
Total...	61	$ 9,797,729	$16,387	$8,471,784	$1,342,332	13.7
New York City	53	8,331,456	25,492	7,124,062	1,232,886	14.8
East.....	4	904,985	-3,233	855,184	46,568	5.1
West**....	4	561,288	-5,872	492,533	62,878	11.2
Firms with Loss						
Total.	4	$ 213,838	$-3,158	$ 226,918	$ -16,238	-7.6
New York City..	2	70,504	-3,236	70,595	-3,327	-4.7
East.....	-	-	-	-	-	-
West**.....	2	143,334	78	156,323	-12,911	-8.3

Source: Compiled by Industry Reporting Unit from Questionnaires sent out by Research and Planning Division, NRA, supplemented by data gathered in the field by the author.

* Gross Profit or Loss was obtained by adding to total sales an increase in the inventory of finished goods (or subtracting any decrease), and subtracting from this figure total operating expenses.

** Combined mid-west and far-west.

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TABLE II

Women's Neckwear and Scarf Manufacturing Industry

OPERATING EXPENSE -1934

Expenses	All areas (656 firms)		New York City (55 firms)		East (4 firms)		West * (6 firms)	
	Amount	Per cent	Amount	Per cent	Amount	Per cent	Amount	Per cent
Total.....	$8,698,702	100.0	$7,194,657	100.0	$855,184	100.0	$648,861	100.0
Cost of raw material	4,791,565	55.1	3,974,971	55.2	533,906	62.4	282,686	43.6
Freight.....	71,905	0.8	63,339	0.9	3,086	0.4	5,480	0.8
Direct labor cost ..	2,792,266	27.5	1,945,557	27.0	236,215	27.6	210,494	32.5
Office salaries (excluding executives)	207,603	2.4	185,520	2.6	7,410	0.9	14,673	2.3
Sales force salaries and commissions ...	557,532	6.4	474,955	6.6	35,100	4.1	47,477	7.3
Rent.....	161,177	1.9	140,008	2.0	7,891	0.9	13,278	2.0
Other overhead expense	516,654	5.9	410,307	5.7	31,574	3.7	74,773	11.5

*--Combined West and Midwest.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by Research and Planning Division, N.R.A., supplemented by data gathered in the field by the author.

LABOR

Next in importance is the item of direct labor cost amounting to about 27 per cent of total expenses in both New York City and the East. Especially noteworthy is the fact that, in spite of the higher wage rates existing in New York City, the direct labor cost is higher (32.5 per cent) in the West.

While reasons for these differences are not as clearly defined and as obvious as one would desire they are at least partly attributable to the following:

1. Higher labor costs in the West are partly due to lack of successful coping with the hand to mouth small order buying of the retailers who make up a sizeable proportion of the trade of the western firms.

2. The relatively lower Eastern labor costs are due to:

a. The disproportionately high material cost due to factors explained above which would make labor cost a smaller portion of total costs.

b. The fact that some manufacturing operations are slightly different from orthodox neckwear manufacture, for example, instead of men cutters at a high union wage scale cutting in block as in New York City and the West, designs are usually individually scissor-cut at low wage rates by girls in the New Jersey Plants.

c. As shown by the wage distribution tables which follow later in this report over 30 per cent of the employees in this area were receiving less than the basic minimum of 37.3 cents per hour ($14.00 per week)

(After this investigation had been started this group petitioned the Administration for a wage differential. Final action was never taken on this subject).

RENT

Despite the fact that the New York City firms have consistently argued that they have higher rent than those in the West it appears from the tabulation that this item for both areas is 2.0 per cent of the total expenses but because of their greater volume of business, despite the fact that New York firms do have higher rent per establishment, this item is relatively no larger in New York than in the West.

Office salaries (excluding executives) likewise appear to be comparable in the two areas.

SELLING COSTS

It seems that it really costs the West more to sell its merchandise; 7.3 per cent of its expenses is absorbed by this item compared with only 6.6 per cent in New York City. This is probably explained by the fact that a large proportion of the New York merchandise is sold in the show room of the factory while in the West it is necessary to rely more upon salesmen.

FREIGHT

The explanation for the higher freight percentage for New York City is not clear. Freight charges on raw materials should be lower due to their closer proximity to sources of supply.

It may be possible that prior to the Code the New York City firms were carrying on an extensive trade in areas remotely located and were paying transportation charges on finished goods, a practice later forbidden by the Code.

CHAPTER II

LABOR

CHANGES 1933 TO 1935

Table III shows the changes in employment, man hours and weekly payroll for groups of identical concerns in the Women's Neckwear Industry in the New York City and Eastern Areas in the pre-code and Code periods of 1933 and 1935.

In New York City employment increased 11 percent in this period, and although the total man hours worked per week declined nearly 5 percent the total weekly payroll increased slightly over 29 percent.

Even greater changes occured in the Eastern Area where increases amounted to 37 percent for employment, 10.4 percent for man hours, and 56.3 percent for total payrolls.

Unfortunately data are not available making possible similar comparisons for the Western Area.

Table IV shows changes in the average hours per week, average hourly wage rate and average weekly earnings in the New York City and Eastern Areas in the pre-code and Code periods of 1933 and 1935.

In New York City although the average hours per week declined 14.1 percent, the average weekly wages increased 16.5 percent, because of an increased hourly wage rate of 35.6 percent.

In the Eastern area in spite of a 19.5 percent shortening of the length of the work week the average weekly wages increased 14.1 percent, largely due to a 42.3 percent increase in the average hourly wage rate.

Although it is not possible to show changes occuring in the Western area during this period, a comparison of conditions in the various areas in 1935 is shown by Table IV.

At that time the average work week in the West was 34.6 hours, while in the New York City it was 36.7 and in the East 38.0 hours per week.

The hourly wage rates were 37, 43 and 61 cents per hour for the Eastern, Western and New York City Areas, respectively, resulting in respective average earnings of $14.18, $15.00 and $22.33 per week.

MEDIAN HOURS, HOURLY AND WEEKLY WAGES BY OCCUPATION, 1933 & 1935

Later in this report are tables showing distributions of hours worked per week, hourly wage rates, and weekly earnings by occupation of employees in the Women's Neckwear Industry.

TABLE III

Women's Neckwear and Scarf Manufacturing Industry
TOTAL NUMBER OF FACTORY EMPLOYEES, MAN-HOURS WORKED, AND WEEKLY PAYROLL FOR WEEKS ENDING FEBRUARY 16, 1933 AND 1935.

Area	Number of employees			Man-hours worked			Total weekly payroll		
	Feb 1933	Feb 1935	Per cent change	Feb 1933	Feb 1935	Per cent change	Feb 1933	Feb 1935	Per cent change
New York City									
27 firms reporting:									
Male	60	61	1.7	2,537	2,351	-7.3	$1,888	$2,058	9.0
Female	513	575	12.1	21,958	20,959	-4.5	$9,090	12,142	33.6
Total	*573	636	11.0	24,495	23,310	-4.8	10,978	14,200	29.3
Total East-except New York City									
4 firms reporting:									
Male	9	9	0	474	364	-23.2	269	233	-13.4
Female	196	272	38.8	9,205	10,325	12.2	2,280	3,752	64.6
Total	*205	281	37.1	9,679	10,689	10.4	2,549	3,985	56.3
Mid-West and (L) Far-West									
8 firms reporting:									
Male		18			695			483	
Female		261			8,964			3,703	
Total		279			9,659			4,186	

* Totals on tables covering "Distribution of Employees" are for identical persons and consequently will not check with these totals which include all employees reported.

(L) No figures are available for February, 1933 and 1935 figures represent a week in January or February.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division, Supplemented by data collected by the author in the field.

TABLE IV

WOMEN'S NECKWEAR AND SCARF MANUFACTURING INDUSTRY
AVERAGE HOURS PER WEEK, AVERAGE WEEKLY WAGES, AND HOURLY WAGE RATE, FOR WEEKS ENDING FEBRUARY 16, 1933 and 1935.

Area	Average hours per week			Average weekly wages			Average hourly wage rate		
	Feb 1933	Feb 1935	Per cent change	Feb 1933	Feb 1935	Per cent change	Feb 1933	Feb 1935	Per cent change
New York City									
27 firms reporting:									
Male	42.3	38.5	-19.0	$31.50	$33.74	7.1	$.74	$.88	18.9
Female	42.8	36.5	-14.7	17.72	21.12	19.2	.41	.58	41.5
Total	42.7	36.7	-14.1	19.16	22.33	16.5	.45	.61	35.6
Total East - except New York City									
4 firms reporting:									
Male	52.7	40.4	-23.3	29.89	25.89	-13.4	.57	.64	12.3
Female	47.0	38.0	-19.1	11.63	13.79	18.6	.25	.36	44.0
Total	47.2	38.0	-19.5	12.43	14.18	14.1	.26	.37	42.3
Mid-West and (1) Far West									
8 firms reporting:									
Male		38.6			26.83			.70	
Female		34.3			14.19			.41	
Total		34.6			15.00			.43	

(1) No figures are available for February, 1933 and 1935 figures represent a week in January or February.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division, supplemented by data collected by the author in the field.

In order to summarize this information and thereby make possible its better visualization the medians of each of these distributions have been calculated and used in the following tables and discussions.

MEDIAN HOURS

Table V, shows a summary of the median hours per week by occupations for employees in the Women's Neckwear and Scarf Industry for a week ending nearest February 16, 1933, and 1935, for New York City and the Eastern Area (exclusive of New York City), and for a representative week in the latter part of January and beginning of February 1935 for the Western Area.

The median hours per week for all employees in New York City declined from 45.2 hours per week in 1933 to 37.5 hours per week in 1935, a decrease of slightly over 17 per cent. In the Eastern Area, median weekly hours for all employees declined from over 50 hours per week in 1933 to 40.8 hours per week in 1935. In the Western Area, the median hours per week for all employees in the early part of 1935 were 38.3 hours per week.

The median hours do not vary extremely among the various occupations. In 1933, in New York City, operators worked the shortest week, 44.4 hours and finishers the longest 46.4 hours.

In 1935, in New York City, there were no differences in the median work week of individual crafts, all crafts having a 37.5 hour median work week. In the East in 1933 all crafts except "others" had a median work week longer than 50 hours. In the East the variation in the median work week by craft was small in 1935, the shortest being 40.5 hours for pressers and the longest 40.9 hours for finishers. The median hours per week of the employees in various crafts in the West in 1935 showed greater variation than those in either of the other two areas, ranging from 37.0 hours for finishers to 38.9 hours for pressers.

MEDIAN HOURLY EARNINGS

Table VI shows the median hourly earnings of employees, by occupations for a week ending nearest February 16, 1933 and 1935, for New York City and the Eastern Area and for a representative week in January or February 1935 for the Western Area.

Median hourly earnings for all employees in the New York City area increased from 41.7¢ per hour in 1933 to 56.9¢ per hour in 1935, an increase of slightly over 30%. For the Eastern Area in the same period, median hourly earnings of all employees increased from 27.5¢ per hour to 39.4¢ per hour, an increase of slightly over 43 per cent. Median hourly earnings for all employees in the Western Area in the early part of 1935 were 40.6¢ per hour.

Examining the median hourly earnings of the various crafts, we find the greatest improvement in the earnings of the finishers, those in the New York City and the Eastern Area, respectively, increasing from 26.9 and 21.1 cents per hour in 1933 to 46.9 and 35.3 cents per hour in 1935.

Earnings of "other employees in the Eastern Area show almost as great an improvement, increasing from 23.8 to 35.9 cents per hour in this period.

TABLE V

WOMEN'S NECKWEAR AND SCARF INDUSTRY
MEDIAN HOURS WORKED PER WEEK BY EMPLOYEES -----BY OCCUPATIONS
FOR A WEEK ENDING NEAREST FEB. 16, 1933 & 1935.

Occupation	New York City		EAST		WEST
	1933	1935	1933	1935	1935 (a)
Total	45.2	37.5	over 50.0	40.8	38.3
Cutters	44.6	37.5	-	-	38.8
Operators	44.4	37.5	over 50.0	40.7	38.1
Pressers	45.5	37.5	over 50.0	40.5	38.9
Finishers	46.4	37.5	over 50.0	40.9	37.0
Others (b)	45.3	37.5	49.4	40.8	38.7

(a) For a representative week in January or February 1935
(b) Included other factory employees only.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division, supplemented by data collected by the author in the field.

TABLE VI

WOMEN'S NECKWEAR & SCARF INDUSTRY
MEDIAN HOURLY EARNINGS OF EMPLOYEES ----BY OCCUPATIONS FOR A WEEK ENDING NEAREST FEBRUARY 16, 1933 and 1935.

Occupation	New York City		EAST		WEST
	1933	1935	1933	1935	1935 (a)
Total	41.7¢	56.9¢	27.5¢	39.4¢	40.6¢
Cutters	83.3	over 100.0	-	-	81.3
Operators	48.6	64.7	31.4	45.3	46.2
Pressers	35.3	50.2	27.5	39.0	39.0
Finishers	26.9	46.9	21.1	35.3	38.6
Others (b)	31.3	46.4	23.8	35.9	39.0

(a) For a representative week in January or February 1935
(b) Includes other factory employees only.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division, supplemented by data collected by the author in the field.

Median earnings of all crafts other than finishers in the New York Area were above 30¢ per hour in 1933, increasing to over 46¢ per hour in 1935.

Attention is called to the high earnings of cutters in this area, earning 83.3¢ per hour in 1933 and increasing over $1.10 per hour in 1935.

That important class of employees, the operators, in 1933 received median earnings of 48.6 and 31.4 cents per hour in New York City and the East. In 1935 they received 64.7, 45.3 and 46.2 cents per hour in New York, the East and West, respectively.

MEDIAN WEEKLY EARNINGS

Table VII shows the median weekly earnings of employees, by occupations for a week ending nearest February 16, 1933 and 1935, for New York City and the Eastern Area, and for a representative week in January or February for the Western Area.

Median weekly earnings for all employees in the New York City Area increased from $18.12 in 1933 to $20.85 in 1935, andincrease of slightly over 15%. Median weekly earnings for all employees in the Eastern Area increased from $13.44 in 1933 to $15.41 in 1935, an increase of slightly over 14½ per cent. Median weekly earnings of all employees in the West in 1935 were $15.82 per week.

Examining the earnings by crafts, we again find the greatest improvement in the earnings of the finishers, their earnings in the New York City Area increasing from $12.31 in 1933 to $14.89 in 1935, and in this Eastern Area increasing from $10.83 to $14.47 in the same period.

"Other" employees also showed large increases in earnings, improving in the New York City Area from $13.80 in 1933 to $18.11 in 1935, and in the Eastern Area from $11.33 to $14.00.

Pressers in the Eastern Area also made large gains, their median weekly earnings increasing from $12.50 in 1933 to $15.25 in 1935.

In 1933 median weekly earnings of operators were $20.42 and $16.00 per week in New York City and the East. In 1935 they were $23.29, $17.08 and $17.32 in New York City, the East and West respectively.

Many of these large increases in the earnings in the New York City Area may be partly attributed to the almost complete unionization of the industry in that area during the N.R.A. The other areas do not show such large increases since unionization had affected them very little, if at all.

TABLE VII

WOMEN'S NECKWEAR AND SCARF INDUSTRY
MEDIAN WEEKLY EARNINGS OF EMPLOYEES ----BY OCCUPATION.
FOR A WEEK NEAREST FEB. 16, 1933 and 1935.

Occupation	New York City		East		West	
	1933	1935	1933	1935	1933	1935(a)
Total	$18.12	$20.85	$13.44	$15.41		$15.82
Cutters	37.50 Over	45.00	-	-		30.00
Operators	20.42	23.29	16.00	17.08		17.72
Pressers	15.41	18.43	12.50	15.25		15.15
Finishers	12.31	14.89	10.83	14.47		14.14
Others (b)	13.80	18.11	11.33	14.00		15.10

(a) For a representative week in January and February 1935

(b) Includes other factory employees only.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division, supplemented by data collected by the Author in the field.

DISTRIBUTIONS OF HOURS

New York City

Table VIII shows distributions of the hours worked per week by occupations of New York City employees of the Industry for a week nearest February 16, 1933 and 1935.

In 1933 the 40 to 42.4, the 42.5 to 44.9 and 45 to 47.4 hour groups were the most important with 16.1, 20.9 and 43.3 percent of the total employees falling in these respective groups.

Although the size of the sample for some occupations is rather small, no great difference between the working hours of the different occupations is apparent for this year. The distributions all follow the same general pattern with high concentrations in the groups mentioned.

The almost complete lack of any part-time employment in 1933 is strikingly shown in these distributions with only 4 per cent of the total employees working less than 30 hours per week.

A shortening of the work week in all crafts is apparent in the latter year. A definite median appears in 1935 distribution with 50 per cent of the total employees working 37½ hours per week. The 1935 distributions show a wider scattering of the employees among the various brackets than those of the earlier year.

Furthermore, there appears to have been an increase in part-time employment in 1935 with 16 per cent of the total employees working less than 30 hours per week. This part-time employment is especially noticeable to the distribution of the operators, pressers and finishers with 11.9 per cent of the operators and 29.6 per cent of the finishers working 25 to 27.4 hours per week and 14.3 per cent of the pressers working 22.5 to 24.9 hours per week.

East

Table IX shows similar distributions of the hours worked per week by employees in the East.

In 1933, 66.4 per cent of the total employees were working longer than 50 hours per week. A large percentage of the employees, over 60 per cent in each craft except the "other" employees, were working more than 50 hours per week in this period and 45.4 per cent of this latter occupation were working this long work week. A definite median appears in the 1935 distribution with 60.8 per cent of the employees falling in the 40 to 42.4 hour group.

The distributions for the different occupations follow the same general pattern as that for the total, with this same hour group the most important, over 50 per cent of the employees in each occupation falling in this group.

TABLE VIII

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE* DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATION, ACCORDING TO HOURS WORKED PER WEEK, NEW YORK CITY

(23 Reporting Firms)

Hours worked Per Week	Cutters		Hemmers & Gauge Runners		Operators				Pressers		Finishers		Others		Total			
	February		February		February				February		February		February		February			
	1933	1935	1933	1935	1933		1935		1933	1935	1933	1935	1933	1935	1933		1935	
	No.	No.	No.	No.	No.	%	No.	%	No.	No.	No.	No.	No.	No.	No.	%	No.	%
Less than 20				1	5	2.7	1	0.5				1	2	2	7	1.9	5	1.3
20.0 - 22.4					2	1.1			2				1		5	1.3		
22.5 - 24.9		1			3	1.6	1	0.5		5		1			3	0.8	8	2.1
25.0 - 27.4		1					22	11.9		3		13		1			40	10.7
27.5 - 29.9							5	2.7				2					7	1.9
30.0 - 32.4					3	1.6	6	3.2				3		2	3	0.8	11	3.0
32.5 - 34.9					3	1.6	13	7.0		1				1	3	0.8	15	4.0
35.0 - 37.4					2	1.1	19	10.3	2	1	2			1	6	1.6	21	5.6
37.5		15		4	4	2.2	96	52.0	1	17		18		37	5	1.3	187	50.0
37.6 - 39.9		3		2			2	1.1	1		1	1		5	2	0.5	13	3.5
40.0 - 42.4	5	2			39	21.1	6	3.2	2	1	4	3	10	21	60	16.1	33	8.8
42.5 - 44.9	7			1	41	22.2	14	7.6	7	7		2	23	3	78	20.9	27	7.2
45.0 - 47.4	9		8		70	37.8			13		26		36	7	162	43.3	7	1.9
47.5 - 49.9	1				8	4.3			4		9		3		25	6.7		
50.0 & Over					5	2.7			3		2		5		15	4.0		
Total	22	22	8	8	185	100.0	185	100.0	35	35	44	44	80	80	374	100.0	374	100.0

* Percentages not calculated where distributions contain less than 100 employees.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division.

TABLE IX

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE*DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATION ACCORDING TO HOURS WORKED PER WEEK

EASTERN AREA
(4 Reporting Firms)

Hours Worked Per Week	Cutters February		Operators February		Pressers February		Finishers February		Other February		Total February			
	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	%	1935 No.	%
Less Than 20			1	2		1	1		1	1	3	2.4	4	3.2
20.1 to 22.4				1						1			2	1.6
22.5 to 24.9								1					1	0.8
25.0 to 27.4									1		1	0.8		
27.5 to 29.9														
30.0 to 32.4				2	1	1				2	1	0.8	5	4.0
32.5 to 34.9				1									1	0.8
35.0 to 37.4				5		1							6	4.8
37.5														
37.6 to 39.9				4	1	2	1	5		9	2	1.6	20	16.0
40.0 to 42.4	1	5	1	26	1	8		10	9	27	12	9.6	76	60.8
42.5 to 44.9			1	3				1	1	2	2	1.6	6	4.8
45.0 to 47.4			4		2			2	4	2	10	8.0	4	3.2
47.5 to 49.9			1				2		8		11	8.8		
50.0 and over	4		36		8		15		20		83	66.4		
Total	5	5	44	44	13	13	19	19	44	44	125	100.0	125	100.0

(*) Percentages not calculated where distributions contain less than 100 employees.

SOURCE: Compiled by Industry Reporting Unit from questionnaires sent out by F.E.R.A. Research and Planning Division.

TABLE X

Women's Neckwear and Scarf Manufacturing Ind.

NUMBER AND PERCENTAGE * DISTRIBUTIONS OF FACTORY EMPLOYEES--BY OCCUPATION, ACCORDING TO HOURS WORKED PER WEEK

For Respective Week in January or February, 1935

(8 Reporting Firms) (Mid-West & Far-West)

Hours Worked Per Week.	Cutters No.	Operators No.	Operators %	Hemmers No.	Pressers No.	Finishers No.	Others No.	Total No.	Total %
Less than 20		4	3.6		2	27	1	34	12.2
20.1 - 22.4							1	1	0.4
22.5 - 24.9		1	0.8			1	1	3	1.1
25.0 - 27.4		4	3.6		1	4		9	3.2
27.5 - 29.9		3	2.6		1	1		5	1.8
30.0 - 32.4		6	5.3		3	2		11	3.9
32.5 - 34.9	1	4	3.6			5		10	3.6
35.0 - 37.4	2	25	22.1		2	7	2	38	13.6
37.5 - 39.9	12	38	33.6	2	11	14	16	93	33.3
40.0 - 42.4		4	3.6		2	7	4	17	6.1
42.5 - 44.9		5	4.4			1		6	2.2
45.0 - 47.4	3	19	16.8		8	22		52	18.6
47.5 - 49.9									
50.0 and over									
Total	18	113	100.0	2	30	91	25	279	100.0

(*) Percentages not calculated where distributions contain less than 100 employees.

Source: Compiled by Industry reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division, supplemented by data collected by the author.

No appreciable amount of part-time employment is apparent in this area in either period.

West

Table X shows distribution by occupations of the hours worked per week by employees in the Western Area for a representative week in the latter part of January and early part of February, 1935.

The less than 20 hour, the 35 to 37.4, the 37.5 to 39.9 and the 45 to 47.4 hour groups are the most important with 12.2, 13.6, 35.3 and 18.6 per cent of the total employees in these respective groups.

The distributions of the individual occupations by no means follow the same pattern as that of the total. The cutters are fairly well concentrated in the 37.5 to 39.9 hour group with 66.7 per cent in that bracket.

The 35 to 37.4, the 37.5 to 39.9 and 45 to 47.4 hour groups are the most important for the operators with 22.1, 33.6 and 16.8 per cent of these employees in those respective groups.

The size of the sample of the pressers is probably too small to warrant too definite a conclusion, but in general, it seems to follow about the same pattern as that of the operators.

The distribution of the hours worked by the finishers is most striking, since among this class of employees we find 29.6 per cent working part-time of less than 20 hours per week, yet on the other hand, 24.2 per cent working over-time, that is 45 to 47.4 hours per week. While the reason for this peculiar condition is not definitely known, it is probably due to the fact that some of the plants in this area were in the midst of their rush season, while other plants had not yet gotten under way with their spring production.

DISTRIBUTION OF HOURLY EARNINGS

New York City

Table XI shows distributions of the hourly earnings of New York City employees by occupations for a week nearest February 16, 1935. No well defined grouping exists in the distribution for all employees for either period.

These distributions show improvement in the earnings of all crafts (of employees) in the year 1935 when compared with 1933. The improvement is especially noteworthy among the lower-paid occupations. In 1933 nearly one-fourth of all the employees received less than 30 cents per hour, while in 1935, only three-tenths of one per cent of all employees were receiving less than this amount. In 1935 the top of the lower quartile of the distribution had moved up until at that time it had reached 47.4 cents per hour.

As would be expected, the cutters are the best paid employees in both periods. In 1933, the most important bracket for this class of employee was $1.00 to $1.069 per hour with 31.9% of this class of employee in this group. In 1935 improvement was such that 68 per cnet of this class of employee were receiving over $1.10 per hour.

The size of the sample for the hemmers and gauge runners is rather small. However, their earnings appear to be very similar to those of operators.

In 1933 the operators were fairly well scattered among a large number of brackets. The 40 to 44.9 and 50 to 54.9 and the 60 to 69.9 were the most important with 16.2, 13 and 14 per cent of this class of employee in each of these respective groups. Probably the reason for such wide diversification in the earnings of operators is the fact that this class of employee is usually paid on a piece-work basis, and since it is likely that wide differences in their efficiencies and willingness to work exists, their earnings, naturally would vary tremendously. In 1935 a general improvement is noted in the earnings of these employees. They are fairly well concentrated in two brackets with 54.2 per cent of the total in the brackets between 60 and 79.9 cents per hour.

In 1935 the most important bracket for the pressers was that between 25 and 29.9 cents per hour with 28.6 per cent of these employees in this bracket. In addition thereto, all other brackets from this point up to 44.9 were important, each of these brackets having over 11 per cent of the employees in this occupation. In 1935, a definite median occurs in the distribution with 79.9 per cent of this class of employee in the groups between 47.5 and 54.9 cents per hour.

East

Table XII shows similar distributions of the hourly earnings of employees in the Eastern Area. The size of the sample in many of the distributions is rather small. Of the total employees in 1933 24 per cent, were earning 20 to 24.9 cents per hour. This concentration of the employees in this lower bracket is largely due to a large percentage

TABLE XI

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE* DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATION, ACCORDING TO HOURLY WAGE RATE IN FEBRUARY 1933 & 1935

NEW YORK CITY

(23 Reporting Firms)

Hourly Wage Rate	Cutters		Hemmers & Gauge Runners		Operators				Pressers		Finishers		Others					
	February		February		February				February		February		February					
	1933	1935	1933	1935	1933		1935		1933	1935	1933	1935	1933	1935	1933		1935	
	No.	No.	No.	No.	No.	%	No.	%	No.	No.	No.	No.	No.	No.	No.	%	No.	%
10.0 - 14.9																		
15.0 - 19.9											3		-		13	3.5		
20.0 - 24.9									2		13		14		29	7.8		
25.0 - 29.9			3		7	3.8	1	0.5	10		16		13		49	13.1	1	0.3
30.0 - 34.9					18	9.7	3	1.6	5		1	1	12		36	9.6	4	1.1
35.0 - 37.2	1				4	2.2	2	1.1	4				3	2	12	3.2	4	1.1
37.3 - 39.9					17	9.2	5	2.7	6		7	1	3	11	33	8.8	17	4.5
40.0 - 44.9	1		1	3	30	16.2	9	4.9	4	1	2	13	6	22	44	11.8	48	12.8
45.0 - 47.4					12	6.5	3	1.6	1	1	1	9	3	9	17	4.5	22	5.9
47.5 - 49.9	1		1		10	5.4	6	3.2	2	15		12	1	8	15	4.0	41	10.9
50.0 - 54.9	1		1	2	24	13.0	12	6.5	1	13	1	5	3	8	31	8.3	40	10.7
55.0 - 59.9		1	1		17	9.2	18	9.7		3		1	1	3	19	5.1	26	6.9
60.0 - 69.9	2		1	2	26	14.0	71	38.5		2		2	5	5	34	9.1	82	21.9
70.0 - 79.9	4				15	8.1	29	15.7					1	1	20	5.4	30	8.0
80.0 - 89.9	5	1		1	5	2.7	15	8.1					1	5	9	2.4	22	5.9
90.0 - 99.9	1						8	4.3					2	1	3	0.8	9	2.4
$1.00 - 1.06	7						2	1.1					1	2	8	2.1	4	1.1
$1.07 - 1.09		5															5	1.3
$1.10 & Over	1	15					1	0.5					1	3	2	0.5	19	5.1
Total	22	22	8	8	185	100.0	185	100.0	35	35	44	44	80	80	374	100.0	374	100.0

* Percentages not calculated where distributions contain less than 100 employees.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division.

TABLE XII

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE* DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATIONS ACCORDING TO HOURLY WAGE RATE, FEBRUARY 1933 & 1935

EASTERN AREA

(4 Reporting Firms)

Hourly Wage Rate	Cutters February		Operators February		Pressers February		Finishers February		Others February		Total February			
	1933	1935	1933	1935	1933	1935	1933	1935	1933	1935	1933		1935	
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	%	No.	%
10.0 - 14.9					3		1		8		12	9.6		
15.0 - 19.9			3				7		4		14	11.2		
20.0 - 24.9			7		3		7		13		30	24.0		
25.0 - 29.9			9		1		2		1		13	10.4		
30.0 - 34.9			11	2	1		2	9	7	20	21	16.8	31	24.8
35.0 - 37.2			7	7	2	4		4	1	5	10	8.0	20	16.0
37.3 - 39.9			1	3	1	4		4	2	4	4	3.2	15	12.0
40.0 - 44.9			4	9	2	5		1	2	5	8	6.4	20	16.0
45.0 - 47.4			2	8					2	1	4	3.2	9	7.2
47.5 - 49.9				8					1	1	1	0.8	9	7.2
50.0 - 54.9				5				1	2	5	2	1.6	11	8.8
55.0 - 59.9	2									1	2	1.6	1	0.8
60.0 - 69.9	1	1		2					1	2	2	1.6	5	4.0
70.0 - 79.9	2	1									2	1.6	1	0.8
80.0 & Over		3											3	2.4
Total	5	5	44	44	13	13	19	19	44	44	125	100.0	125	100.0

* Percentages not calculated where distributions contain less than 100 employees.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division.

of the pressers, finishers, and "others" in low earning brackets. In 1935, the earning of all employees increased considerably; especially noteworthy are increases among the pressers, finishers and "others."

In 1933 the largest concentration of operators were in the brackets between 20 and 37.2 cents per hour, with over 90 per cent of the operators in these brackets. The earnings of the operators show the general upward shift in 1935 with high concentrations in the brackets between 40 and 49.9 cents per hour.

The pressers in 1933 were more poorly paid than the operators with 23.1 per cent receiving between 10 and 14.9 cents per hour. Both the finishers and the other employees show high concentrations in the lower brackets in 1933 with high concentration in the brackets between 15 and 24.9 cents per hour. Among the 1935 distributions of pressers, finishers and "other" employees, high concentrations are found in the brackets between 30 and 39.9 cents per hour.

West

Table XIII shows the distributions of the earnings of employees by occupations according to hourly earnings per week in the Western Area for a representative week in the latter part of January and early part of February, 1935. In the distribution of all employees a definite median with over 80 per cent of the employees concentrated in the brackets between 37.3 and 47.4 cents per hour is apparent. High concentration in the lower of these three brackets is caused by a large number of pressers and finishers and "other" employees falling in this low end with 63.3 and 76.9 per cent and 68 per cent of these respective occupations in this lower bracket earning between 37.3 and 39.9 cents per hour.

Concentrations in the higher of these three brackets was brought about by a high concentration of operators in the 45 to 47.4 cents per hour brackets, nearly 70 per cent of this craft being in this one bracket.

The earnings of the cutters seem to be scattered well over the whole distribution ranging from 30 to 99.9 cents per hour which is quite different from conditions found in the New York City Area. However, a concentration appears in this distribution with 44.4% in the 80 to 89.9 cents per hour bracket.

TABLE XIII

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATIONS ACCORDING TO HOURLY WAGE RATE.

For A Representative Week in January or Febrauary, 1935
(8 Reporting Firms) (Mid-West and Far-West Areas)

Hourly Earnings	Cutters	Hemmers	Operators		Pressers	Finishers	Others	Total	
			No.	%				No.	%
Less than.25...			-						
25.0-29.9.....			1	.9				1	.4
30.0-34.9.....	1		1	.9	2	9	2	15	5.4
35.0-37.2.....					1	4		5	1.8
37.3-39.9.....			9	8.0	19	70	17	115	41.2
40.0-44.9.....	1	2	7	6.2	7	7	4	28	10.0
45.0-47.4.....	2		79	69.9	1	1	2	85	30.4
47.5-49.9.....	1		6	5.3				7	2.5
50.0-54.9.....	1		8	7.1				9	3.2
55.0-59.9.....			2	1.7				2	.7
60.0-69.9.....	1							1	.4
70.0-79.9.....	1							1	.4
80.0-89.9.....	8							8	2.9
90.0-99.9.....	2							2	.7
1.00or over....									
Total	18	2	113	100.0	30	91	25	279	100.0

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by Research and Planning Division, N.R.A.

DISTRIBUTIONS OF WEEKLY EARNINGS

New York City

Table XIV shows distributions of the New York City factory employees by occupation according to weekly wages paid for week ending nearest February 16, 1933, and 1935. In 1933, over 50 per cent of the employees earnings ranged from 12 to 21.50 per week. In 1935, the earnings of all crafts show improvement when compared with 1935. In this year they had increased until over 70 per cent of the employees fell within the brackets between $14.00 and $27.50 per week.

The distributions of the hemmers and gauge runners and operators appear to have been very similar in both years. Therefore, the contention raised at one time by some New York Manufacturers that these crafts should have been separately classified and receive a lower minimum wage, appears to have been unjustified. Among the hemmers, gauge runners, and operators' occupations in 1933, high concentrations occur in the brackets between $14.00 and $27.50 per week. In 1934, a general shift upwards in the distributions of these employees is apparent, high concentrations occurring in the brackets between $19.00 and $27.50 per week.

Pressers appear to have been slightly lower paid than operators. In 1933, they are highly concentrated in three brackets between $12.00 and $16.50 per week. In 1935, they were highly concentrated in the two brackets between $16.50 and 21.49 per week.

The distributions of the finishers and other employees appear to be very similar in both years. In 1933, these employees show higher concentrations in the brackets between $12.00 and $13.99 per week, but in 1935, they show high concentrations in the brackets between $12.00 and $18.99 per week with highest concentration for both occupations in the $14.00 to $16.50 bracket with slightly over 31 per cent of each of these occupations in this bracket.

East

Table XV shows similar distributions of weekly earnings of employees in the Eastern Area. In this Area the earnings of the operators appear to have been slightly higher than those of the pressers, finishers, and "other , the distributions of these latter three occupations being very similar.

In 1933, the operators were largely concentrated in the three brackets between $12.00 and $18.99 per week. In 1935, they were concentrated in three brackets between $14.00 and $21.50 per week.

In 1933, the pressers, finishers and operators roughly concentrated in the brackets between $6.00 and $16.50 per week. In 1935, they were concentrated in the brackets between $12.00 and $18.99 per week.

TABLE XIV

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE* OF FACTORY EMPLOYEES, BY OCCUPATION, ACCORDING TO WEEKLY EARNINGS, FEBRUARY 1933 & 1934.

New York City (23 Reporting Concerns)

Weekly Earnings	Cutters February		Hemmers & Gauge Runners February		Operators February				Pressers February		Finishers February		Others February		Total February			
	1933	1935	1933	1935	1933		1935		1933	1935	1933	1935	1933	1935	1933		1935	
	No.	No.	No.	No.	No.	%	No.	%	No.	No.	No.	No.	No.	No.	No.	%	No.	%
Less than $6.00													2		2	0.5		
6.00 - 7.99				1	2	1.1			2			1	2	2	6	1.6	4	1.1
8.00 - 9.99					3	1.6					7		10		20	5.3		
10.00 - 11.99					2	1.1	1	0.5	2	1	13	4	17	1	34	9.1	7	1.9
12.00 - 13.99		1	1		15	8.1	9	4.9	9	7	13	12	10	3	48	12.8	32	8.6
14.00 - 16.49			2	1	22	11.9	16	8.7	8	1		14	8	25	40	10.7	57	15.2
16.50 - 18.99	1			1	32	17.3	17	9.2	8	11	7	7	9	14	57	15.2	50	13.4
19.00 - 21.49	2		1	2	29	15.7	23	12.4	5	10	2	3	6	12	45	12.0	50	13.4
21.50 - 23.99			2		27	14.6	37	20.0	1	4	1	2	4	5	35	9.4	48	12.8
24.00 - 27.49	2	1	1	1	26	14.1	52	28.1		1	1	1	2	7	32	8.6	63	16.8
27.50 - 29.99				1	11	5.9	7	3.8						1	11	3.0	9	2.4
30.00 - 32.49	1	1	1	1	5	2.7	15	8.1					4	3	11	3.0	20	5.3
32.50 - 34.99	1				6	3.2	4	2.2					1		8	2.1	4	1.1
35.00 - 37.49	4				5	2.7	3	1.6						1	9	2.4	4	1.1
37.50 - 39.99							1	0.5									1	0.3
40.00 - 42.49	4	5											3	3	7	1.9	8	2.1
42.50 - 44.99		1												1			2	0.5
45.00 & Over	7	13											2	2	9	2.4	15	4.0
Total	22	22	8	8	185	100.0	185	100.0	35	35	44	44	80	80	374	100.0	374	100.0

* Percentages not calculated where distributions contain less than 100 employees.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division.

TABLE XV

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE* DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATION AND BY WEEKLY EARNINGS, FEBRUARY 1933 & 1935

EASTERN AREA

Weekly Earnings	Cutters February		Operators February		Pressers February		Finishers February		Others February		Total February			
	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1935 No.	1933 No.	1933 %	1935 No.	1935 %
Less than $6.00			1		1	1	1		2	1	5	4.0	2	1.6
6.00 - 7.99					3		3	1	9		15	12.0	1	0.8
8.00 - 9.99			3	3			3		3	2	9	7.2	5	4.0
10.00 -11.99			2	1	2		6	1	12	4	22	17.6	6	4.8
12.00 -13.99			8	4	2	1	2	6	4	15	16	12.8	26	20.8
14.00 -16.49			10	11	1	9 (a)	3 (b)	8	4	12 (c)	18	14.4	40	32.0
16.50 -18.99			14	13	2	2	1	2	1	4	18	14.4	21	16.8
19.00 -21.49			4	8	2				4	3	10	8.0	11	8.8
21.50 -23.99			2	3				1	1		3	2.4	4	3.2
24.00 -27.49	1	1		1					2	3	3	2.4	5	4.0
27.50 -29.99		1							2		2	1.6	1	0.8
30.00 -32.49	2										2	1.6		
32.50 -34.99														
35.00 -37.49		3											3	2.4
37.50 -39.99														
40.00 -42.49	2										2	1.6		
42.50 -44.99														
45.00 & Over														
Total	5	5	44	44	13	13	19	19	44	44	125	100.0	125	100.0

* Percentages not calculated where distributions contain less than 100 employees.

(a) 4 pressers receiving minimum wage.

(b) 1 finisher receiving minimum wage.

(c) 2 others receiving minimum wage.

SOURCE: Compiled by Industry Reporting Unit from Questionnaires sent out by N.R.A. Research and Planning Division

West

Table XVI shows similar distributions of weekly earnings of employees in the Western Area but only for the 1935 period. In this year, all employees appear to have been concentrated in the brackets between $12.00 and $21.50 per week with three-fourths of the employees in these brackets. A definite median appears in the earnings of all groups except the finishers and the cutters.

In the bracket between $16.50 and $18.99 per week, a large number of operators, 36.3 per cent, are concentrated.

For the pressers, the concentration occurs in the next lower bracket, 23.4 per cent falling in the bracket between $14.00 and $16.49 per week.

The "other" employees are also concentrated in the same bracket with 68 per cent of "others" falling therein.

A large number of finishers are also concentrated in this bracket, 28½ per cent falling here.

Due to part-time employment, there is a large concentration of finishers in the brackets of less than $6.00 per week with 26.4 per cent of the occupations in this low bracket.

TABLE XVI

Women's Neckwear and Scarf Manufacturing Industry

NUMBER AND PERCENTAGE DISTRIBUTIONS OF FACTORY EMPLOYEES BY OCCUPATION ACCORDING TO WEEKLY WAGES EARNED

For Representative Week in January or February, 1935.

(8 Reporting Firms) Mid-West and Far-West Areas)

Weekly Earnings	Cutters	Hemmers	Operators		Pressers	Finishers	Others	Total	
			No.	%				No.	%
Less than $6 (a)					1	24	1	26	9.3
$6.00-7.99.....			4	3.5	1	3	1	9	3.2
$8.00-9.99.....			1	.9		5	1	7	2.5
$10.00-11.99....			2	1.8	4	3		9	3.2
$12.00-13.99....	1		16	14.2	3	9	2	31	11.1
$14.00-16.49....	1	2	20	17.7	13	26	17	79	28.3
$16.50-18.99....	4		41	36.3	6	19	3	73	26.2
$19.00-21.49....			26	23.0	2	2		30	10.8
$21.50-23.99....			3	2.6				3	1.1
$24.00-27.49....	2							2	.7
$27.50-29.99....	1							1	.4
$30.00-32.49....	4							4	1.4
$32.50-34.99....									
$35.00-37.49....	5							5	1.8
$37.50-39.99....									
$40.00-42.49....									
$42.50-44.99....									
$45.00 and over.									
Total.....	18	2	113	100.0	30	91	25	279	100.0

SOURCE: Compiled by Industry Reporting Unit, from Questionnaires sent out by Research and Planning Division, N.R.A.

(a) These workers were part-time workers.

OFFICE OF THE NATIONAL RECOVERY ADMINISTRATION
THE DIVISION OF REVIEW

THE WORK OF THE DIVISION OF REVIEW

Executive Order No. 7075, dated June 15, 1935, established the Division of Review of the National Recovery Administration. The pertinent part of the Executive Order reads thus:

> The Division of Review shall assemble, analyze, and report upon the statistical information and records of experience of the operations of the various trades and industries heretofore subject to codes of fair competition, shall study the effects of such codes upon trade, industrial and labor conditions in general, and other related matters, shall make available for the protection and promotion of the public interest an adequate review of the effects of the Administration of Title I of the National Industrial Recovery Act, and the principles and policies put into effect thereunder, and shall otherwise aid the President in carrying out his functions under the said Title. I hereby appoint Leon C. Marshall, Director of the Division of Review.

The study sections set up in the Division of Review covered these areas: industry studies, foreign trade studies, labor studies, trade practice studies, statistical studies, legal studies, administration studies, miscellaneous studies, and the writing of code histories. The materials which were produced by these sections are indicated below.

Except for the Code Histories, all items mentioned below are scheduled to be in mimeographed form by April 1, 1936.

THE CODE HISTORIES

The Code Histories are documented accounts of the formation and administration of the codes. They contain the definition of the industry and the principal products thereof; the classes of members in the industry; the history of code formation including an account of the sponsoring organizations, the conferences, negotiations and hearings which were held, and the activities in connection with obtaining approval of the code; the history of the administration of the code, covering the organization and operation of the code authority, the difficulties encountered in administration, the extent of compliance or non-compliance, and the general success or lack of success of the code; and an analysis of the operation of code provisions dealing with wages, hours, trade practices, and other provisions. These and other matters are canvassed not only in terms of the materials to be found in the files, but also in terms of the experiences of the deputies and others concerned with code formation and administration.

The Code Histories, (including histories of certain NRA units or agencies) are not mimeographed. They are to be turned over to the Department of Commerce in typewritten form. All told, approximately eight hundred and fifty (850) histories will be completed. This number includes all of the approved codes and some of the unapproved codes. (In Work Materials No. 18, Contents of Code Histories, will be found the outline which governed the preparation of Code Histories.)

(In the case of all approved codes and also in the case of some codes not carried to final approval, there are in NRA files further materials on industries. Particularly worthy of mention are the Volumes I, II and III which constitute the material officially submitted to the President in support of the recommendation for approval of each code. These volumes

set forth the origination of the code, the sponsoring group, the evidence advanced to support the proposal, the report of the Division of Research and Planning on the industry, the recommendations of the various Advisory Boards, certain types of official correspondence, the transcript of the formal hearing, and other pertinent matter. There is also much official information relating to amendments, interpretations, exemptions, and other rulings. The materials mentioned in this paragraph were of course not a part of the work of the Division of Review.)

THE WORK MATERIALS SERIES

In the work of the Division of Review a considerable number of studies and compilations of data (other than those noted below in the Evidence Studies Series and the Statistical Material Series) have been made. These are listed below, grouped according to the character of the material. (In Work Materials No. 17, Tentative Outlines and Summaries of Studies in Process, these materials are fully described).

Industry Studies

Automobile Industry, An Economic Survey of
Bituminous Coal Industry under Free Competition and Code Regulation, Economic Survey of
Electrical Manufacturing Industry, The
Fertilizer Industry, The
Fishery Industry and the Fishery Codes
Fishermen and Fishing Craft, Earnings of
Foreign Trade under the National Industrial Recovery Act
  Part A - Competitive Position of the United States in International Trade 1927-29 through 1934.
  Part B - Section 3 (e) of NIRA and its administration.
  Part C - Imports and Importing under NRA Codes.
  Part D - Exports and Exporting under NRA Codes.
Forest Products Industries, Foreign Trade Study of the
Iron and Steel Industry, The
Knitting Industries, The
Leather and Shoe Industries, The
Lumber and Timber Products Industry, Economic Problems of the
Men's Clothing Industry, The
Millinery Industry, The
Motion Picture Industry, The
Migration of Industry, The: The Shift of Twenty-Five Needle Trades From New York State, 1926 to 1934
National Labor Income by Months, 1929-35
Paper Industry, The
Production, Prices, Employment and Payrolls in Industry, Agriculture and Railway Transportation, January 1923, to date
Retail Trades Study, The
Rubber Industry Study, The
Textile Industry in the United Kingdom, France, Germany, Italy, and Japan
Textile Yarns and Fabrics
Tobacco Industry, The
Wholesale Trades Study, The
Women's Neckwear and Scarf Industry, Financial and Labor Data on

Women's Apparel Industry, Some Aspects of the

Trade Practice Studies

Commodities, Information Concerning: A Study of NRA and Related Experiences in Control
Distribution, Manufacturers' Control of: Trade Practice Provisions in Selected NRA Codes
Distributive Relations in the Asbestos Industry
Design Piracy: The Problem and Its Treatment Under NRA Codes
Electrical Mfg. Industry: Price Filing Study
Fertilizer Industry: Price Filing Study
Geographical Price Relations Under Codes of Fair Competition, Control of
Minimum Price Regulation Under Codes of Fair Competition
Multiple Basing Point System in the Lime Industry: Operation of the
Price Control in the Coffee Industry
Price Filing Under NRA Codes
Production Control in the Ice Industry
Production Control, Case Studies in
Resale Price Maintenance Legislation in the United States
Retail Price Cutting, Restriction of, with special Emphasis on The Drug Industry.
Trade Practice Rules of The Federal Trade Commission (1914-1936): A classification for comparison with Trade Practice Provisions of NRA Codes.

Labor Studies

Cap and Cloth Hat Industry, Commission Report on Wage Differentials in
Earnings in Selected Manufacturing Industries, by States, 1933-35
Employment, Payrolls, Hours, and Wages in 115 Selected Code Industries 1933-1935
Fur Manufacturing, Commission Report on Wages and Hours in
Hours and Wages in American Industry
Labor Program Under the National Industrial Recovery Act, The
Part A. Introduction
Part B. Control of Hours and Reemployment
Part C. Control of Wages
Part D. Control of Other Conditions of Employment
Part E. Section 7(a) of the Recovery Act
Materials in the Field of Industrial Relations
PRA Census of Employment, June, October, 1933
Puerto Rico Needlework, Homeworkers Survey

Administrative Studies

Administrative and Legal Aspects of Stays, Exemptions and Exceptions, Code Amendments, Conditional Orders of Approval
Administrative Interpretations of NRA Codes
Administrative Law and Procedure under the NIRA
Agreements Under Sections 4(a) and 7(b) of the NIRA
Approve Codes in Industry Groups, Classification of
Basic Code, the -- (Administrative Order X-61)
Code Authorities and Their Part in the Administration of the NIRA
Part A. Introduction
Part B. Nature, Composition and Organization of Code Authorities

Part C. Activities of the Code Authorities
Part D. Code Authority Finances
Part E. Summary and Evaluation
Code Compliance Activities of the NRA
Code Making Program of the NRA in the Territories, The
Code Provisions and Related Subjects, Policy Statements Concerning
Content of NIRA Administrative Legislation
Part A. Executive and Administrative Orders
Part B. Labor Provisions in the Codes
Part C. Trade Practice Provisions in the Codes
Part D. Administrative Provisions in the Codes
Part E. Agreements under Sections 4(a) and 7(b)
Part F. A Type Case: The Cotton Textile Code
Labels Under NRA, A Study of
Model Code and Model Provisions for Codes, Development of
National Recovery Administration, The: A Review of its Organization and Activities
NRA Insignia
President's Reemployment Agreement, The
President's Reemployment Agreement, Substitutions in Connection with the
Prison Labor Problem under NRA and the Prison Compact, The
Problems of Administration in the Overlapping of Code Definitions of Industries and Trades, Multiple Code Coverage, Classifying Individual Members of Industries and Trades
Relationship of NRA to Government Contracts and Contracts Involving the Use of Government Funds
Relationship of NRA with States and Municipalities
Sheltered Workshops Under NRA
Uncodified Industries: A Study of Factors Limiting the Code Making Program

Legal Studies

Anti-Trust Laws and Unfair Competition
Collective Bargaining Agreements, the Right of Individual Employees to Enforce
Commerce Clause, Federal Regulation of the Employer-Employee Relationship Under the
Delegation of Power, Certain Phases of the Principle of, with Reference to Federal Industrial Regulatory Legislation
Enforcement, Extra-Judicial Methods of
Federal Regulation through the Joint Employment of the Power of Taxation and the Spending Power
Government Contract Provisions as a Means of Establishing Proper Economic Standards, Legal Memorandum on Possibility of
Industrial Relations in Australia, Regulation of
Intrastate Activities Which so Affect Interstate Commerce as to Bring them Under the Commerce Clause, Cases on
Legislative Possibilities of the State Constitutions
Post Office and Post Road Power -- Can it be Used as a Means of Federal Industrial Regulation?
State Recovery Legislation in Aid of Federal Recovery Legislation History and Analysis
Tariff Rates to Secure Proper Standards of Wages and Hours, the Possibility of Variation in
Trade Practices and the Anti-Trust Laws
Treaty Making Power of the United States
War Power, Can it be Used as a Means of Federal Regulation of Child Labor?

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THE EVIDENCE STUDIES SERIES

The Evidence Studies were originally undertaken to gather material for pending court cases. After the Schechter decision the project was continued in order to assemble data for use in connection with the studies of the Division of Review. The data are particularly concerned with the nature, size and operations of the industry; and with the relation of the industry to interstate commerce. The industries covered by the Evidence Studies account for more than one-half of the total number of workers under codes. The list of these studies follows:

Automobile Manufacturing Industry
Automotive Parts and Equipment Industry
Baking Industry
Boot and Shoe Manufacturing Industry
Bottled Soft Drink Industry
Builders' Supplies Industry
Canning Industry
Chemical Manufacturing Industry
Cigar Manufacturing Industry
Coat and Suit Industry
Construction Industry
Cotton Garment Industry
Dress Manufacturing Industry
Electrical Contracting Industry
Electrical Manufacturing Industry
Fabricated Metal Products Mfg. and Metal Finishing and Metal Coating Industry
Fishery Industry
Furniture Manufacturing Industry
General Contractors Industry
Graphic Arts Industry
Gray Iron Foundry Industry
Hosiery Industry
Infant's and Children's Wear Industry
Iron and Steel Industry
Leather Industry
Lumber and Timber Products Industry
Mason Contractors Industry
Men's Clothing Industry
Motion Picture Industry
Motor Vehicle Retailing Trade
Needlework Industry of Puerto Rico
Painting and Paperhanging Industry
Photo Engraving Industry
Plumbing Contracting Industry
Retail Lumber Industry
Retail Trade Industry
Retail Tire and Battery Trade Industry
Rubber Manufacturing Industry
Rubber Tire Manufacturing Industry
Shipbuilding Industry
Silk Textile Industry
Structural Clay Products Industry
Throwing Industry
Trucking Industry
Waste Materials Industry
Wholesale and Retail Food Industry
Wholesale Fresh Fruit and Vegetable Industry
Wool Textile Industry

THE STATISTICAL MATERIALS SERIES

This series is supplementary to the Evidence Studies Series. The reports include data on establishments, firms, employment, payrolls, wages, hours, production capacities, shipments, sales, consumption, stocks, prices, material costs, failures, exports and imports. They also include notes on the principal qualifications that should be observed in using the data, the technical methods employed, and the applicability of the material to the study of the industries concerned. The following numbers appear in the series:
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Asphalt Shingle and Roofing Industry
Business Furniture
Candy Manufacturing Industry
Carpet and Rug Industry
Cement Industry
Cleaning and Dyeing Trade
Coffee Industry
Copper and Brass Mill Products Industry
Cotton Textile Industry
Electrical Manufacturing Industry
Fertilizer Industry
Funeral Supply Industry
Glass Container Industry
Ice Manufacturing Industry
Knitted Outerwear Industry
Paint, Varnish, and Lacquer, Mfg. Industry
Plumbing Fixtures Industry
Rayon and Synthetic Yarn Producing Industry
Salt Producing Industry

THE COVERAGE

The original, and approved, plan of the Division of Review contemplated resources sufficient (a) to prepare some 1200 histories of codes and NRA units or agencies, (b) to consolidate and index the NRA files containing some 40,000,000 pieces, (c) to engage in extensive field work, (d) to secure much aid from established statistical agencies of government, (e) to assemble a considerable number of experts in various fields, (f) to conduct approximately 25% more studies than are listed above, and (g) to prepare a comprehensive summary report.

Because of reductions made in personnel and in use of outside experts, limitation of access to field work and research agencies, and lack of jurisdiction over files, the projected plan was necessarily curtailed. The most serious curtailments were the omission of the comprehensive summary report; the dropping of certain studies and the reduction in the coverage of other studies; and the abandonment of the consolidation and indexing of the files. Fortunately, there is reason to hope that the files may yet be cared for under other auspices.

Notwithstanding these limitations, if the files are ultimately consolidated and indexed the exploration of the NRA materials will have been sufficient to make them accessible and highly useful. They constitute the largest and richest single body of information concerning the problems and operations of industry ever assembled in any nation.

L. C. Marshall,
Director, Division of Review.

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